Steelabor

Volume 50/Number 10 October 1985



TRADE ACTION NOW!

Foreign steel import share of U.S. market still remains at 25%

Thousands jobless as Reagan converts to 'Fair & Free' trade

Congress acts, expects veto

—see pages 12-13

MIDWEST EDITION

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USWA People

Springsteen: 'New American folk hero'

Ronald Reagan may have brought a bland television culture to America in the '80s, but another entertainer has captured millions of fans in getting ahead of politicians in talking about the critical issues of our times. Bruce Springsteen is without a doubt one of the most popular singers of our time. And to the tens of thousands who have packed stadiums throughout the country to hear him, he has a message in his lyrics.

"Springsteen's identification with labor unions is apparent in half a dozen songs," writes commentator Jack Newfield, adding that he and other pop musicians like Billy Joel and Stevie Wonder "have been ahead of politicians in fighting hunger, famine, apartheid and farm dislocation." Springsteen himself was a key figure in USA for Africa, and he sings in the powerful new record "Sun City," which zeros in on apartheid.

Like Bob Dylan in the 1960s, Springsteen has captured the mood of young people. That mood responds to the conservatism of the Reagan years, which has substituted a get-rich money market economy for real production and self-centeredness as a replacement for the common good. "Springsteen," says Newfield, "is singing against the whole national drift toward Reaganism, materialism, narcissism, union-baiting, rat-race careerism, media timidity and cultural conformity."

Those who have followed Springsteen's tours over the past year know that he has put his money where his lyrics are—which tell of the plight of the unemployed, the dislocated, the homeless and the hungry. He has quietly donated over one million dollars to small, struggling organizations. USWA food banks in Homestead, Pa.; Maywood, Calif.; Gary, Ind. and other Steelworker-related centers for the unemployed—including the Phelps-Dodge strikers—have received contributions following his appearances in the cities impacted by industrial shutdowns. "He really champions the cause of working people. There is nothing phony about Springsteen," Bob Anderson, the USWA member who runs the Rainbow Kitchen in Homestead, Pa., said after the singer's August concert. The Kitchen, like many such centers, received a $10,000 Springsteen donation.



"He is the alternative idea of how to be a celebrity. He is a strong, generous, patriotic, drug-free, nonsexist, antiracist American hero . . . and he identifies with labor unions in half a dozen songs."

"Born in the USA," by far his most popular song, has given inspiration to unemployed worker and Vietnam veteran alike. After Reagan's clumsy attempt to identify with the singer while campaigning in New Jersey last year, Springsteen used a Pittsburgh concert date to respond with his song about "Johnny 99," an unemployed worker. Newfield says of this mass-culture phenomenon: "He is the alternative idea of how to be a celebrity. He is a strong, generous, patriotic, drug-free, nonsexist, antiracist American hero."

Steelabor

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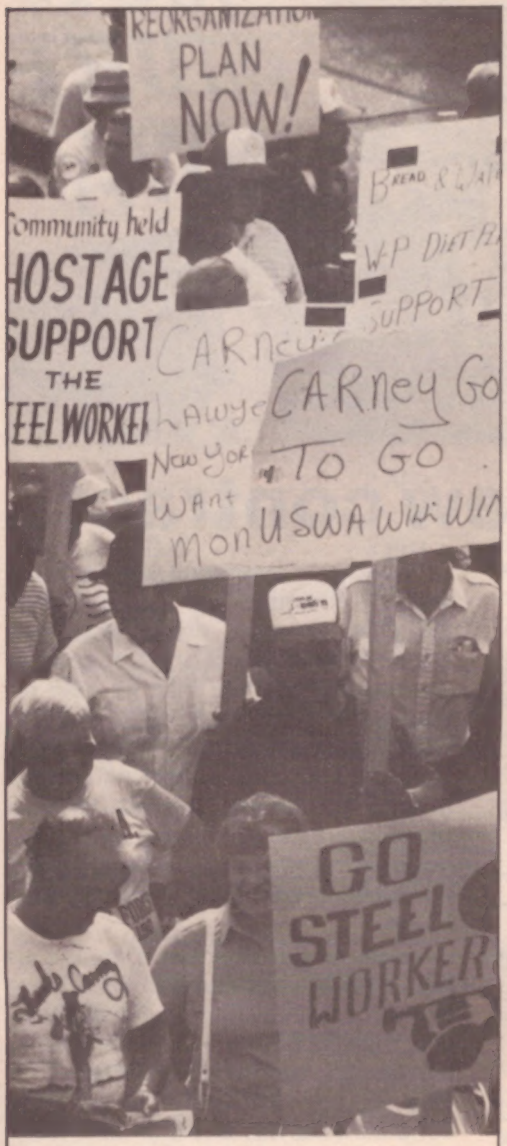
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Contents



Decision at Wheeling-Pitt

Now in their third month of a lockout, USWA Wheeling-Pittsburgh negotiators went back to the table after a corporate shakeup removed a union-busting president. Tentative pact, calling for wage-and-benefit package of $18/hour and escalator bonus, was reached on Oct. 15, subject to ratification by W-P workers. See page 4.

Central American fact-finders



Is it the next Vietnam? Growing concern over revolution and counter-revolution in Central America and the pivotal role being played by its fledgling labor movement brings labor delegation on five-nation tour. Labor leaders met with Costa Rican president (above, center) as part of the fact-finding mission. Page 11.

Training Job Search counselors



What is the union doing about job displacement? Plenty. In many areas of heavy layoffs, it is helping to set up centers which give hope and promise to thousands of USWA members who have been affected by the steel depression. See page 9.



New York backs copper strikers

Over two years ago copper workers in Arizona and Texas were confronted by a union-hating company, state police and militia called out by a "pro-labor" governor, and the deliberate importation of scabs to take their jobs. Labor Day in New York was an occasion to join together to continue the support for their struggle. Page 14.

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Thousands paraded near the Monessen, Pa. plant of Wheeling-Pittsburgh last month, as the Mon and Ohio River Valleys continued to show support for the workers, now in their third month of lockout.

W-P workers voting on new contract

PITTSBURGH, PA.

The United Steelworkers on Oct. 15 reached tentative agreement on a new contract with Wheeling-Pittsburgh Steel Corp. that provides for a wage-and-benefit package of $18 an hour, and an escalator bonus of up to $1 an hour. As part of the package, the USWA has established a Pension Relief Program to become effective if the present pension plans are terminated.

The 19 local union presidents on the negotiating committee recommended ratification of the agreement as a "survival package."

The settlement is subject to ratification of the union's members employed by Wheeling-Pitt. The ratification will be conducted by mail and is to be completed by Oct. 26. If approved, Judge Warren Bentz of the Bankruptcy Court also must then approve the agreement.

"This agreement represents the very best this negotiating committee could achieve and the very best the company could offer," said Paul D. Rusen, chair of the USWA negotiating committee, and Andrew "Lefty" Palm, its secretary.

"Approval by the membership will mean we have saved our jobs, we have saved our towns and, as we have promised, we have saved this company." The contract will be in effect until Wheeling-Pitt completes reorganization under protection of the bankruptcy laws.

"What this means," Rusen and Palm said, "is that we will be active participants in the reorganization of this company. We will have a major voice in how the reorganization takes place and what the new Wheeling-Pittsburgh Steel Corp. will look like. No other labor union has ever been able to do this." Other highlights of the agreement:

- Agreement by the company to pay Supplemental Unemployment Benefits (SUB) to eligible employes.
- Retroactive payment of life insurance claims.
- Retroactive payment of medical claims.
- Access to company financial records for purposes of monitoring the escalator bonus provision.
- Provision for an Employe Buyout Protection Plan that will serve as a safety net for any job restructuring or job elimination.
- A Cooperative Partnership Agreement with a new structure involving workers and management from the shop floor to the board room, working together, to solve mutual problems in a quicker and more cooperative manner.
- The new partnership calls for the union to recommend a voting director and a non-voting director to the company's board of directors.
- Restoration of one week's vacation time, or payment in cash, that was lost as the result of the new wage and benefit rate imposed by the company and led to the work stoppage, for those employes who had two weeks' eligibility. For those with one week, the time will be fully restored or they may choose payment in cash.

"This stoppage never should have happened, and it would not have happened if the previous management had wanted to bargain in good faith," Palm and Rusen said.

"We want to commend Allen Paulson, the new chairman, and George Ferris, the chief executive officer, and their staffs, for their openness and honesty in our negotiations. We think we have restored the good relationship that the union and Wheeling-Pittsburgh Steel Corp. had enjoyed for so many years prior to this dispute. We also feel that our cooperative partnership agreement goes a long way toward cementing this relationship and making sure it continues."

Under former chairman Dennis Carney, Wheeling-Pitt had demanded that workers accept a cut in wages and benefits from $21.40 to $15.20 an hour. In addition, the company planned to eliminate virtually all language in the labor contract. It was this take-it-or-leave-it demand of July 17 that led to the work stoppage on July 21.

The USWA saw the impasse as due entirely to the uncompromising position of Carney and began to call publicly and repeatedly for his ouster. When major company stockholders, too, became unhappy with his leadership, including his dealings with the union, the way was opened for Carney's removal. He and four other members of the W-P board resigned on Sept. 21, and Paulson took command of the company, bringing in several new members of the management team.

Negotiations resumed in late September. Under terms of the tentative agreement, the basic hourly wage rate would average $10.055, with an average incentive of $1.095, for a total average of $11.15 an hour. □

Nominations received for Nov. 26 referendum

PITTSBURGH, PA.

The five international tellers of the United Steelworkers of America reported on Oct. 10 that all nominations had been received from local unions for the union's international referendum election to be held on Nov. 26, 1985.

Kevin Harper of Toronto, Ont., chair of the tellers, reported that 3,265 local unions had submitted valid nomination certificates for the five international offices to be elected, for that of national director of Canada and for 24 district directors in the United States and Canada.

He indicated that the following had received a sufficient number of nominations for the five top elected positions:

INTERNATIONAL PRESIDENT
Lynn R. Williams 2,862

INTERNATIONAL SECRETARY
Edgar L. Ball 2,801

INTERNATIONAL TREASURER
James McGeehan 2,761

INTERNATIONAL VICE PRESIDENT/ ADMINISTRATION
George Becker 2,751

INTERNATIONAL VICE PRESIDENT/ HUMAN AFFAIRS
Leon Lynch 2,801

Based upon the Tellers' Report, there will be election contests for the position of national director of Canada, two Canadian districts and eight districts in the United States. Tabulations by the tellers were made under the provisions of the USWA International Constitution, which calls for a minimum number of nominations for offices based upon the membership in the international union and in each individual district, and, in the case of national director of Canada, the total membership in Canada.

Required nominations have been received by more than one candidate for director in the following: District 3, Western Canadian provinces; District 6, Ontario; District 7, southwestern Pennsylvania and Delaware; District 8, Maryland; District 9, northeastern Pennsylvania and New Jersey; District 23, West Virginia, southeastern Ohio and eastern Kentucky; District 28, northeastern Ohio; District 31, Chicago and northern Indiana; District 35, southeastern states; and District 39, California and southwestern states.

The other international tellers are Tony Pascarella, Syracuse, N.Y.; Alex Garcia, Ambridge, Pa.; Phil Cyprian, Hobart, Ind.; and Tony Reza, Los Angeles, Calif. The tellers will submit their report on nominations to the USWA International Executive Board, which will meet in Pittsburgh on Oct. 20-21. □



USWA By-Laws and Elections Director Donald Marzec (seated) with computerized returns from USWA nominations. Watching are International Tellers Alex Lopez (left) and Kevin Harper.

Upholsterers have 'overwhelming' USWA merger vote

PITTSBURGH, PA.

Lynn Williams, president of the United Steelworkers of America, on Oct. 10 "congratulated the membership of the Upholsterers International Union for their overwhelming affirmation of their leaders in effecting a merger with the Steelworkers."

Williams said that John Serembus, president of the UIU, had announced in Philadelphia that its Board of Canvassers had tabulated referendum returns from more than 119 local unions in the United States conducted during the month of September. A representative of the American Arbitration Association certified the results.

The results indicated that "more than 82 percent of those voting in the UIU referendum had expressed approval for the merger with the USWA," Williams said. "With their long and active 108-year-old history, UIU will make a great contribution to forging labor solidarity," he said.

The newly-established Upholsterers Division of the USWA will continue to function from the former UIU headquarters in Philadelphia. A total of more than 34,000 members in existing locals of the Upholsterers will be welcomed into the ranks of the USWA in most districts in coming weeks. □

Murray Latimer, 84, was architect for USWA pensions

WASHINGTON, D.C.

Murray W. Latimer, 84, an architect of the Social Security Act, who helped to set up the pioneer pension programs for the USWA, died here at Georgetown University Hospital on Oct. 4.

The first chairman of the Railroad Retirement Board, Latimer was asked by then-USWA President Phil Murray to work with the union in establishing the first extensive industry-wide pension programs obtained through labor negotiations. He worked with the first USWA Pension & Insurance Director, John Tomayko, and Bernard Greenberg for several years in setting up pension programs in most of the major jurisdictions of the union.

The first in his graduating class at Harvard, Latimer served in President Roosevelt's Administration as a member of the technical board of the President's Committee on Economic Security in 1934-35. He was also the director of the Bureau of Old Age Benefits of the Social Security Board in 1935-36.

As the chairman of the United States Railroad Retirement Board from 1934 to 1946, he helped to formulate the Railroad Retirement Act and the Railroad Unemployment Insurance Act.

In World War II, Latimer served as chief executive officer in the State Department's Office of Foreign Relief and Rehabilitation Operations.

In 1945, Roosevelt appointed Latimer to the post of research director to the President's Study on Guaranteed Wages. □

Worker health and safety expendable to the

HOLLYWOOD, FLA.

More than 500 delegates attended the USWA's sixth annual Safety and Health Conference last month, to take part in three days of workshops and to hear President Lynn Williams promise that the "right wing extremists will fail in their efforts to destroy the Occupational Safety and Health Administration."

Other speakers included Secretary Edgar Ball, Executive Assistant to the President George Becker and Acting OSHA Director Patrick Tyson, who defended the agency's efforts to ensure a safe workplace for all.

President Williams told the group that safety and health issues are a serious subject and said that the Steelworkers has been waging a battle in this area for a long time. He credited passage of the law which established OSHA to former President I. W. Abel and Legislative Director Jack Sheehan, calling the law "a great step forward."

He said the most critical element in achieving passage of the law was the political pressure applied by local union activists and urged that they continue to work for improvements in the nation's safety and health legislation.

Williams referred to "the great old days of President Jimmy Carter," who named Dr. Eula Bingham to run OSHA. He said President Reagan's appointments to OSHA were based on fund-raising abilities and a determination to oppose workers' benefits. Williams said OSHA, under Mr. Reagan's direction, refuses to issue new health standards, and conservative Republicans seek to destroy protections under the nation's mine safety laws. He also noted that in Saskatchewan, Canada conservative politicians "have destroyed the best safety and health program in North America."

The USWA president said many of the millions of people who lost their jobs are also suffering health-related problems, such as disease, mental illness, suicide and death. The answer, he said, is to get people back to work in North America. "We are in the middle of an economic depression," he added, caused by "the most miserable core of conservative reactionary politicians throughout the world."

Williams told delegates that he is "proud of the union's safety and health staff, the best and largest in the labor movement." He noted that Safety Director Mike Wright was a member of the international delegation that went to Bhopal, India to investigate the recent chemical disaster. Calling organizing the union's most fundamental mission, Williams said, "Nothing is more important than to have a bigger, stronger union." He added that job safety and occupational health are burning issues in all organizing campaigns.

Patrick Tyson, acting head of OSHA, defended the record of his agency, although admitting that "we have a dismal record" on setting standards for materials handled by workers. He said years and years go by before a standard is established, but predicted that new standards will become law soon on benzene, asbestos and formaldehyde. Tyson said OSHA's budget was "greater than ever" and that it had conducted 71,000 inspections last year, the second highest figure in its history.

Tyson said OSHA is embarking on special emphasis programs in the fireworks industry, the chemical industry and on construction trenches. Every fireworks manufacturer will be inspected before July 4th next year. Saying that "Employe health is our primary interest," Tyson said OSHA is "carefully inspecting worksites in the chemical industry."

Secretary Edgar Ball discussed an experimental program the union is conducting with ASARCO, where a tripartite committee has been set up to work on lead hazards. Ball said the committee included representatives of management, the union and OSHA, which visited individual plant sites and studied problem areas. "It is working," Ball said, and they were able to set deadlines for control of the problems. He said the same approach will be applied to the control of arsenic at ASARCO facilities, adding, "This is the best way to do it—it saves our members' health and their lives."

George Becker, executive assistant to the president and a former technician in the union's Safety and Health Department, told delegates, "My first love has always been safety and health." He said no principle is more important to our members, adding, "There is no finer work in our union."

Becker was very critical of company doctors, saying they represent the company, yet they are responsible for the health of plant workers. He said, "In reality, they are apologists for the company." Becker urged that local unions demand to see the credentials of company doctors and to insist that they conduct plant tours. He said, "Our members are selling an hour of labor for an hour's pay, not years off their lives."

Legislative Director Jack Sheehan told delegates there is a connection between safety and health legislation and political effort. He said there has been "a remarkable change" in interest in OSHA over the past five years of the Reagan presidency, where deregulation and a "get-the-government-off-my-back" attitude has resulted in lagging support for OSHA. Sheehan noted that he does see a resurgence of interest in OSHA, chiefly by Congress, which is no longer trying to restrict OSHA and has stopped attacking the agency.

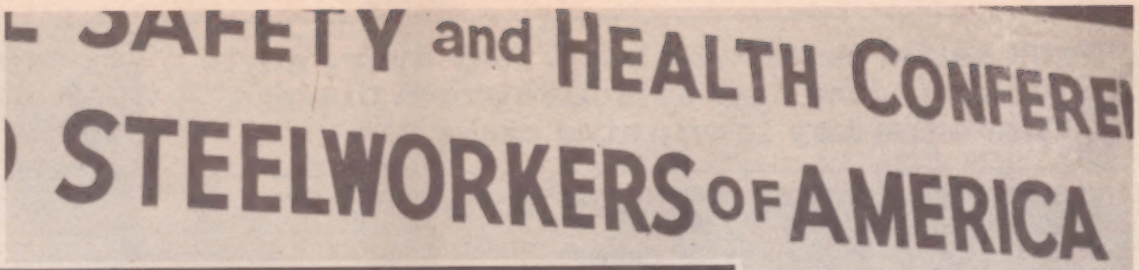
Sheehan said "right-to-know" legislation, which is passing state legislatures, "is a first step in controlling exposure to hazardous materials." He also cited two bills in Congress that labor favors: the High Risk Occupational Disease Act and the Occupational Disease Compensation Act. The first measure would require that companies notify workers when they have been exposed to hazardous materials.

Sheehan said safety and health matters have been adversely affected by economics. Because of the recession and severe job losses, some members are hesitating about applying pressure on companies for improving safety and health.

Bob Sass, professor of industrial relations at the University of Saskatchewan, received a standing ovation following his speech to the delegates on workers' rights. Professor Sass said occupational health and safety and full employment are intertwined, adding that the same forces that cause injury also cause the shrinking of jobs, and high unemployment speeds up the deterioration of working conditions.

USWA Safety & Health delegates are urged to obtain "... the right to know what products you handle, the right to participate in working conditions and the right to refuse to perform unsafe work."

Below: USWA President Lynn Williams with conference participants (from left) Buddie Watson King, Jim Valenti, Richard Mrozinski, Secretary Ed Ball, Vincent Cruz, Mike Wright, Williams and Dave Mellor. Right: University of Saskatchewan Prof. Bob Sass urges enforcement.







Reaganites, Williams tells 500 at conference







International Secretary Ed Ball (left) and President Lynn Williams (right) spoke to conference. Center: George Becker, executive assistant to the president, presents Lloyd McBride Award to Local 6500 member Dan Sweezy for award recipient John Gagnon of that local.

Sass declared that three measures are important to have in a labor contract: the right to know what products workers handle, the right to participate on working conditions, and the right to refuse to perform unsafe work. He said delegates should negotiate safety and health like they negotiate wages. "Negotiate your own standards, and make them better," he added.

Commenting on the beginnings of occupational health in the last century in Great Britain, Sass said the original purpose wasn't to prevent disease among workers; "it was to fence it in and keep it from spreading to the upper classes."

Sam Dawson, who heads the union's PAC Department, said Democrats have the opportunity to regain control of the Senate in next year's elections, adding, "We can only make changes in the political arena."

Safety and Health Director Mike Wright said the theme of the three-day conference was "union power in safety and health." He said he hoped delegates at the conference would learn the ability to make their companies clean up the workplace and spend money to make it more safe.

A special feature at the conference was the presentation of the first Lloyd McBride Award to Local 6500 member John Gagnon for his work in reducing dust levels at the Inco nickel plant in Sudbury, Ont. The award, which honors people engaged in the "long-term struggle to save lives of union members," was presented to Dan Sweezy in Gagnon's absence. As a result of Gagnon's work, the company has finally changed the process used in their sintering plant. It was reported that there were 122 cases of lung cancer among the 900 workers in the plant.

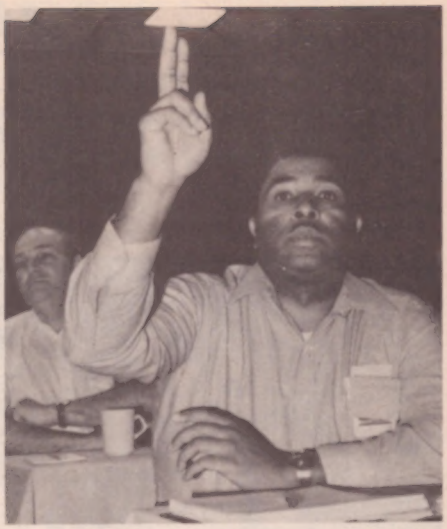
Two panels were presented during the conference. The panel on local union action for safety and health included District 6 Staffman Dave Mellor, District 36 Safety Coordinator Buddie W. King, Local 12775 member Richard Mrozinski, Local 12457 member Jim Valenti, and Local 886 member Vincent Cruz.

The Workers' Compensation panel included Melana Barkman, attorneys David Gore, Joseph Lurie and Tom Neal, Staffmen John Todorich and Lorne Heard, and Local 2251 member Chuck Frayn.

The final day featured "mini-conferences" on various subjects. Chairing the basic safety and health training meeting was Mike Wright. The coke oven meeting was headed by District 8 Director David Wilson. Heat stress meetings were chaired by Technician Frank Grimes, while that on ergonomics was chaired by Melana Barkman. District 30 Director Edward Zeuch was in charge of the lead meetings, while District 33 Director Eldon Kirsch headed the mining mini-conference. □

"Don't settle cases too cheap. Play every angle and do some good hard detective work. Dig into it. That's the key to winning cases."





Left: Sam Camens confers with seminar panelists (from left) John Foley, Bernard Kleiman and Phil Scheiding. Above: Alexander Jacaue from Local 1010 in East Chicago, Ind. asks a question. Below: Delegates listen and participate in seminar at Merrillville, Ind.

Contracting out cases can be won, seminars emphasize

A third round of intense seminars on basic steel contract language has been held to arm new local union officers with the knowledge they need to pursue contracting out violations of their collective bargaining agreement. Five regional seminars, held at various locations throughout the U.S., enabled participation by all local unionists desiring to attend.

Sam Camens, assistant to President Lynn Williams, and Bernard Kleiman, USWA general counsel, reviewed contracting out language line by line and word by word. They cited precedent-setting arbitration cases to emphasize that contracting out grievances, when pursued, are being won.

The seminars were held for the following members: Districts 23, 27 and 28 in Canton, Ohio on Sept. 4-5; Districts 29, 30, 31, and 32 in Merrillville, Ind. on Sept. 9-10. Also Districts 1, 4, 7, 8, and 9 in Philadelphia, Pa. on Sept. 18-19; Districts 33, 34, 35, 36, 37, 38, and 39 in Las Vegas, Nev. on Sept. 26-27. Districts 15 and 20 were scheduled for the USWA Education Center at Dawson, Pa. on Oct. 14-15.

"When dealing with contracting out cases, be aware that you'd better have all the facts," Camens warned. "If you do, you'll be surprised at what you can win." He spelled out conditions under which apprentices must be recalled from layoff when the company is contracting out work. Delegates were urged to interrupt the presentations with questions and did not hesitate to do so.

Four thick volumes filled with contracting out arbitration awards were given to each attender and were cited throughout the two-day seminars.

Chief Counsel Kleiman added depth to the sessions by tracing the history of arbitration awards, along with Camens. "Don't settle cases too cheap," Kleiman advised. "Play every angle and do some good hard detective work. Dig into it. That's the key to winning cases." Also, he explored the function of a local union Contracting Out Committee.

Various resource persons were used at the workshops. On hand from USWA headquarters was Phil Scheiding, assistant Arbitration Department director, and others from his department.

The long history of arbitration awards was carefully and skillfully traced by the instructors who noted how each is interpreted and how each affects work practices today. Camens recalled that President Williams convened a similar series of contracting out seminars in 1984 and a series of seminars early this year dealing with violations of the basic steel past-practice clause.

"We learned a lesson and all were happy with the results of those first two seminars," Camens noted. "By popular demand, we are holding this third series and will hold more if needed and requested. We're saying to everyone that we want to discuss what you want to discuss. We're keenly aware of the problems and have dedicated the total resources of our union to stop companies' determined attacks to cut our contract. We're winning most of our cases," he concluded. □





Lee Shore of HRDI conducts one of the training sessions, which, over two days, covered such topics as the stress of indefinite unemployment, listening and helping skills, local JTPA service providers, and assistance available from AFL-CIO's Department of Community Services.

Job Search Seminar trains USWA counselors

DAWSON, PA.

A score of local and international unionists, who will play key roles in USWA/Bethlehem Steel efforts now getting under way to assist dislocated workers in four states, received two days of training at the union's Education Center here last month, conducted by representatives from the AFL-CIO's Human Resources Development Institute (HRDI).

Appointed by USWA President Lynn Williams, upon the recommendation of the directors in the respective districts, the "peer counselors" for the job search centers learned what that job does and does not entail. Their major responsibilities, as members of the center staffs, will be to reach and interest eligible workers in the services provided, to counsel individual participants, and to assist in the operation of job search clubs to be established at each facility.

Operations began in September at a center on Bethlehem's Sparrows Point, Md. property, and additional centers will soon be established to serve workers who have lost their jobs at the company's plants in Lackawanna, N.Y.; Burns Harbor, Ind.; and Bethlehem, Johnstown, Lebanon, Steelton, and Williamsport, Pa. Some 6,000 Bethlehem workers, in all, are expected to use them.

Federal funding for the program comes from a $10 million set-aside of Job Training Partnership Act monies allocated for steel industry dislocations, supplemented by state funds, company contributions, and USWA staff and in-kind services.

Headed by John T. Smith, assistant to USWA President Lynn Williams, the eight-member International Union Task Force for Dislocated Worker Program Development also met here on Sept. 18-19. Its members helped explain to the "peer counselor" trainees the union's role in serving out-of-work members and USWA policies in this area.

Smith said that job search programs have been developed for most USWA jurisdictions where major layoffs have occurred, especially in basic steel, and that additional programs are being developed that will address the needs of dislocated non-steel members. District directors are being kept advised as to the stages of different programs.

Bottom picture, from left, front row: Sylvia Mont; Lee Shore, HRDI; Jackie Mullins, USWA Wage Dept., task force member (TFM); Jacqueline Thompson, Dist. 8, peer counselor (PC); Lynn Williams, intl. president; Joanne Hill, Dist. 8, PC; Pat Zigler, Baltimore County representative; Minona Clinton, HRDI; and Judy Boyd, Dist. 23 staff, TFM.

Middle row: Tony Sarmiento, HRDI; Michael McMillan, exec. dir., HRDI; Dave Woody, Dist. 4 staff; John Powderly, Legislative Dept., TFM; John T. Smith, asst. to USWA president, TF chair; Dwight "Doc" Iler, Dist. 8, PC; Walter Scott, Dist. 8; Bill Alfrets and Francis Green, Dist. 4, PC; Frank Mont, director, Civil Rights Dept., TFM; and Bill Elliott, assistant director, Wage Dept., TFM.

Back row: Walter Perchinski, Dist. 9, PC; Charles Gray, AFL-CIO; Irving Firestone, Dist. 7, PC; Ace Chandler, Dist. 31; Raymond Sowerbrower, Dist. 15, PC; George Buchan, Dist. 15 staff; Ed Dolence, Dist. 15, PC; John Choinski, Dist. 4, PC; Fermine Salinas, Dist. 31 staff; and Morris Allen, Dist. 31, PC. □



"Peer counselors" for USWA/Bethlehem dislocated workers program were joined by International Union Task Force members and USWA President Lynn Williams (center, first row) last month at Linden Hall. See story for identifications.





Above: More than 150 attended the conference of USWA locals with the National Can Co. in September in St. Louis, Mo. A full day of sessions with union officers and technicians preceded the joint meeting with company representatives. Left: USWA/ National Can Chair Paul McHale (left) with members of the Negotiating Committee (from left): Staff Rep. Marvin Peters, Safety & Health Rep. Frank Grimes, Assistant Research Director Ed Ghearing and Dist. 9 Assistant Director Joe Stephens.

National Can locals discuss problems, issues

ST. LOUIS, MO.

Local union officers from the National Can Co. met last month in St. Louis with company representatives for their annual meeting—the last such meeting before starting contract negotiations early next year. Heading the Steelworker delegation was USWA Vice President Leon Lynch, who chairs the union's can negotiations, and District 9 Director Paul McHale, chairman of the National Can Corp. bargaining team.

Reporting on National Can's withdrawal from coordinated bargaining, McHale said the company told him they pulled out of joint talks because "of differences with other can companies, not because of any problems with the Steelworkers." McHale reported that the union would continue to act as a coordinated unit within itself, and that he had told National Can that the contract talks would be held at the same time and at the same place as those with the other firms.

Vice President Lynch told local union officials that the union's "sound-off" for the upcoming negotiations will be held in Las Vegas, Nev. the first week in December. He also announced that a training class covering the job classification manual would be held that week. Lynch said many of the problems the union was concerned with concerned issues dealing with job classifications, such as job combinations and excessive workloads. The actual sound-off will begin Dec. 3. Coordination dealing with the sound-off and subsequent negotiations will be handled by "Lefty" Scumaci, who heads the Office, Technical and Professional Department.

Jack McKenna, director of the union's Pension and Insurance Department, discussed health care cost containment with the National Can local unions. McKenna said many companies are seeking cost-sharing of their benefit programs, and new or higher deductibles. He said the union is not interested in sharing insurance costs with the companies, but is willing to discuss cost containment and ways to lower premiums.

According to McKenna, National Can has not even attempted to utilize many of the methods of lowering health care costs, such as concurrent utilization review, outpatient surgery, extended care facilities, and skilled nursing facilities. He noted that another major can firm, American Can Co., pays bonuses to workers who find mistakes on hospital and doctors' bills. They also pay sickness and accident benefits on the first day to employes who utilize outpatient surgery, as a means of lowering health care costs.

The Pension and Insurance negotiator also discussed recent changes in pension laws passed last year to protect spouses' benefits. Under the Pension Equity Act, the spouse of an employe who dies after completing at least 10 years' service will be eligible for a pension when the employe would have become eligible for an early retirement.

Ed Ghearing, assistant research director, said the can industry had a good year in 1984, according to the latest reports. He said food can production rose last year by two percent, the first rise since 1972. Beverage cans rose by 3.7 percent, and soft drink can use rose by 5.4 percent during the years 1972-1984.

Ghearing said all can companies showed profits last year, with National among the top earners, turning in a rate of return on stockholders' equity of 11.6 percent.

In mid-1985, National Can was acquired by Triangle Industries. The acquisition was considered a friendly takeover, and it is reported the National will continue to operate in the future much as it has in the past, Ghearing said.

Delegates received a financial report on National Can prepared by the USWA Research Department. According to the report, the company last year had sales of $1,911,200,000, and had net profits of $43.2 million. National Can has 31 plants in the United States, plus eight foreign plants. □

In 1984, National Can was among top earners, turning in a rate of return on stockholders' equity of 11.6 percent.





In Nicaragua, CUS helped arrange visits by delegation with various labor, religious, political and economic leaders, including members of the Sandinista government (left). Group also met with wife (above, center) of imprisoned Farm Workers leader Alfonso Mejia Juarez, later released.

In the Central American caldron

Alfonso Mejia Juarez, a leader of the Farm Workers affiliate of the Confederacion de Unificacion Sindical (CUS), who had been recently imprisoned in Nicaragua, was released on Aug. 30, CUS Secretary General Alvin Guthrie Rivers reported last month, crediting the action—at least in part—to the interest demonstrated in a number of jailed unionists by a labor delegation from the U.S. which visited five Central American countries from Aug. 11 to 24.

The 12-member group included USWA Vice President for Human Affairs Leon Lynch and Julius Uehlein, longtime Steelworker, now president of the Pennsylvania AFL-CIO. The trip was sponsored by the AFL-CIO and organized by the federation's American Institute for Free Labor Development, which has been active in Central America for a quarter of a century.

While Guthrie Rivers, who hosted the group in Nicaragua, emphasized the "profound limitations in matters of trade union liberty" in that country today under the Sandinista regime, he also stressed the urgent desire by those in his 18,000-member confederation for an end to the civil war being waged there by U.S.-encouraged "Contras," so that all Nicaraguans can "join together in the integral reconstruction of our country."

Most of the nation's citizens view the "Contras" as a potential throwback to deposed dictator Anastasio Somoza Debayle and hope, instead, according to Lynch, to see the Sandinistas pull back from the direction in which they are headed and move toward greater political and economic freedom and pluralism in the society.

Lynch stressed that such short visits certainly do not produce "experts in any sense of the word," especially when many of the people talked to have particular political axes to grind. But the group did meet with poor citizens as well as two heads of state—Jose Napoleon Duarte of El Salvador and Luis Alberto Monge Alvarez of Costa Rica—as well as with trade unionists from various confederations, members of Human Rights Commissions in some of the nations, and members of the clergy.



Gerald Fernandez (left), on leave from USWA Education Department to work for AIFLD, shown here with Leon Lynch and Julius Uehlein, hosted delegation in Costa Rica.

An earthquake in the middle of the night in El Salvador, although producing no casualties, added to an atmosphere of intense fear in that nation, said Lynch. He described a scene of "machine gun-toting guards and bulletproof cars for everyone of importance. We saw more bars than there are in federal prisons. Everyone is afraid of everyone else."

Lynch said the trade union delegation was told by representatives of an internal Human Rights Commission in El Salvador that it now receives from military authorities information on everyone arrested, and passes that along to family members, along with information on visitation rights. While the country's union movement is somewhat fragmented and has mixed views about Duarte, who has held the presidency for little over a year, an urgent question is whether he can make the country safe, Lynch said.

The land reform program has long since bogged down, and the AFL-CIO recently expressed "complete disgust" with El Salvador's judicial system after a judge ruled there was insufficient evidence to indict an army captain implicated in the 1981 slayings of two AIFLD staff members and the head of the nation's land reform program.

A fairly high degree of freedom seemed to exist in Costa Rica, where no military presence was in evidence, Lynch said. In Guatemala, there are plans for a November election that would make a transition from military leadership to civilian government.

It was in Honduras that the delegation saw the strongest trade union movement in Central America. In playing a key role in ending a political deadlock over party nomination procedures for presidential elections, labor probably enhanced its future influence. □

Congress poised to act on trade des



WASHINGTON, D.C.

After years of warnings by the labor movement that unfair practices in international trade are costing millions of American jobs and devastating growing numbers of the nation's communities, President Reagan last month announced a series of modest steps which were seen less as a real attack on such practices than as an attempt to stave off stronger action by Congress, which returned to the Capitol from its summer recess with broad, new-found concern over growing trade deficits and their effects.

August had seen the nation's foreign trade deficit grow by $9.9 billion, to $91.1 billion for the first eight months of 1985—a rate that would substantially surpass the record-smashing deficit of $123.3 billion last year. It was a month, too, in which steel imports again surged over the two-million-ton mark and to a 25 percent market share. In August, the domestic steel employment went to an all-time low in the 52 years that figures have been kept.

Earlier in the year—sometime in April—the U.S., which had net foreign assets of $147 billion at the end of 1982, became a net debtor nation for the first time since World War I. Early next year, it is predicted, it will pass Brazil and become the world's largest net debtor.

Despite the magnitude of the current crisis, however, the Administration's proposals of September would "make no visible dent" in the trade deficit, said AFL-CIO President Lane Kirkland, calling its proposed remedies "too little and too late." Noting that Mr. Reagan had finally spoken of the principles of fair trade as well as free trade, USWA President Lynn Williams stressed, "We find this instant conversion less than convincing. Tens of thousands of unemployed Steelworkers will no doubt greet it with the same cynicism."

The President coupled an offer to work with Congress to pass "good legislation" to enhance the Administration's negotiating authority and to speed resolution of trade disputes with a threat to veto legislative measures that he feels would diminish international trade. "These are not the words of someone taking action," commented House Speaker "Tip" O'Neill, "but of someone trying to stall for time."

Labor believes the time for action is overdue and is hopeful that the current congressional concern over trade can be translated into meaningful legislation for both short and long runs. Not only must something be done quickly to stem now the hemorrhaging of American jobs be-

Saving TRA from Reagan axe

WASHINGTON, D.C.

The Trade Readjustment Assistance program, which was due to expire on Sept. 30 and which the Reagan Administration had earlier this year sought to eliminate, instead will be continued and, indeed, probably strengthened.

The President last month signed a stopgap measure to extend the program for 45 days, while Congress works out its budget reconciliation bills in which a four-to-six-year extension of the TRA program has been included by the House Ways & Means Committee and the Senate Finance Committee. Because those bills will come to the floor as total packages, with no opportunity to strip from them specific parts, passage of the TRA extension is assured.

While the House committee approved a simple extension of TRA, the Senate committee adopted a USWA-supported proposal of Sen. William V. Roth, Jr. (R-Del.), which would amend and expand the program. The union's Legislative Department believes most features of the Roth version will prevail when House and Senate resolve differences in their budget bills.

Originally enacted in 1962 and substantially improved by 1974 amendments, the TRA program has provided important assistance to Steelworkers and other U.S. workers who lost jobs largely because of foreign imports. While appropriations for TRA totaled close to $1.5 billion in 1981, they dropped to $122 million the following year, and to just $54 million in each of 1983 and 1984, as the Reagan Administration succeeded in shrinking the level of income maintenance benefits of various kinds.

The Roth measure calls for an expansion of coverage to workers engaged in the manufacture of component parts of a product affected by imports. It also would boost and assure the source of financing for TRA through an increased tariff on imports, to be negotiated by the government through GATT. The Roth amendments, too, would link eligibility for cash benefits to participation in training or other re-employment-related assistance programs, providing such programs are reasonably available. □

te Reagan's 'fair trade' conversion

Earlier in the year—sometime in April—the U.S., which had net foreign assets of $147 billion at the end of 1982, became a net debtor nation for the first time since World War I.

cause of the imports tide, but also a broad and thoughtful look must be taken at the nation's overall trade policy in light of new realities of a highly international global economy, declares USWA Legislative Director Jack Sheehan.

The union is backing legislation, approved by the House by a 262-159 vote on Oct. 10, designed to reduce imports of clothing and textiles, primarily from East Asia, by as much as 40 percent. A presidential veto is expected, however, if the bill is adopted by the Senate, where a majority of members are cosponsors.

"The Maine shoemaker, the Ohio machinist, the Kansas farmer, and even the so-called high tech worker in the Silicon Valley have all gained a keener appreciation of the realities of international commerce . . . not from textbooks or endless international negotiations, but from lost jobs, lost income, and lost dignity, with a massive ripple effect along every main street in America," said Kirkland, in Sept. 17 testimony supporting H.R. 3035, the Trade Emergency and Export Promotion Act.

Supported by the USWA, the proposal would offset the high value of the dollar in relation to foreign currencies by placing a 25 percent surcharge upon imports from countries with which the U.S. is running an excessive trade deficit and which maintain unfair trade practices that restrict their own markets. Four countries—Japan, Taiwan, South Korea, and Brazil—would be affected under current circumstances, and would be prodded by such legislation to end unfair practices and to reduce their trade imbalances with the U.S.

The strong dollar, which greatly encourages imports and works against exports, is seen by many as responsible for half or more of the huge trade deficit. Without fundamental changes in economic policy, such as moves to slash the record U.S. budget deficits of the Reagan years, analysts feel, the Administration's recently-announced money market manipulation to curb the dollar is unlikely to have significant lasting effect.

MIT economist and newspaper columnist Lester Thurow, in strongly endorsing H.R. 3035, recently wrote, "To describe this proposal as simple protectionism would be to describe drunken driving laws as bills for simply putting people in jail." Emphasizing that legislation of this nature is needed "if the U.S. is not to sink ever deeper into debt," he said, "it is in fact a trade expansion act," whose purpose is not to impose the surtax, but to encourage countries to reduce their surpluses by expanding their imports.

" 'Open,' 'closed,' 'free trade,' 'protectionist': these highly charged words are just not relevant in discussing international trade today. Nor is the dialogue helped by simplistic and incorrect references to the Smoot-Hawley tariff and the worldwide depression of the 1930s," Kirkland told the House Subcommittee. And Sheehan, commenting on the media-projected perception of the "protectionist mood" of Congress, noted, "Its 'big stick' isn't being brandished at the imports coming in, but at foreign restraints against U.S. exports."

That mood is not incompatible, however, with the prospect of long-range legislation to update basic trade law in line with current trading practices. A top priority of the USWA is enactment of the Trade Law Modernization Act (H.R. 1950 and S. 1356), which would change the rules of the game so that domestic industries could more successfully petition for relief against unfair trade practices of other nations or in cases of severe imports-caused injury.

Introduced by 80 House members and a half dozen Senators, this is the so-called LICIT bill, sponsored by the Labor-Industry Coalition for International Trade, comprised of 10 major companies and national unions, including the USWA. It also would update the authority of the President and Congress to respond to record trade deficits and the overvalued dollar.

In Oct. 3 testimony before a subcommittee of the House Energy and Commerce Committee, Sheehan focused on a provision in the bill, proposed by the union, to amend Section 201 to make trade relief more easily attainable if the involved industry, through a tripartite process, commits itself to modernization.

"Americans who have watched the destruction of U.S. jobs and industries for five long years want a trade policy that seriously addresses the nation's needs. President Reagan has offered nothing of the kind," said Kirkland of Mr. Reagan's September trade speech. □

Some steel imports are even finding their way into domestic plants. Right: Angry Local 2227 leaders show section of tubular product stamped with country of origin, which was recently found in U.S. Steel's Irvin Works in Pennsylvania. From left: President Don Conn, Grievance Committee Secretary John Guy, who works in the Galvanized Department, and Grievance Committee Chair Ross McClellan. Company said it didn't know about import.







At a union street fair following the Labor Day parade, organizers of the USWA contingent are (from left) Lincoln Payne, Allison Payne, Ray Isner, Local 616 President Angel Rodriguez and Gavrielle Gemma.

New York remembers the copper strikers

NEW YORK, N.Y.

A colorful contingent of T-shirted activists and supporters of the Phelps Dodge copper strikers highlighted the 1985 Labor Day parade here, which attracted more than 200,000 along its Fifth Avenue line of march. Signs urging "Support the Copper Strikers" were carried by more than 100 participants behind a large banner listing the names of all 13 unions involved in the struggle.

"It was heartening to see that our sister unions in New York were still involved in our fight, and had not forgotten us," said Angel Rodriguez, president of Morenci Miners Local 616 in Morenci, Ariz. He was accompanied in the march by Ray Isner of the Copper Workers Solidarity Committee and Gavrielle Gemma of the Morenci Miners Women's Auxiliary.

Representatives of the USWA, the Auto Workers, Boilermakers, Machinists, IBEW, Operating Engineers, Plumbers, Teamsters, Chemical Workers, Carpenters, Painters, Railway Clerks and Metal Trades Council were involved in the Labor Day contingent.

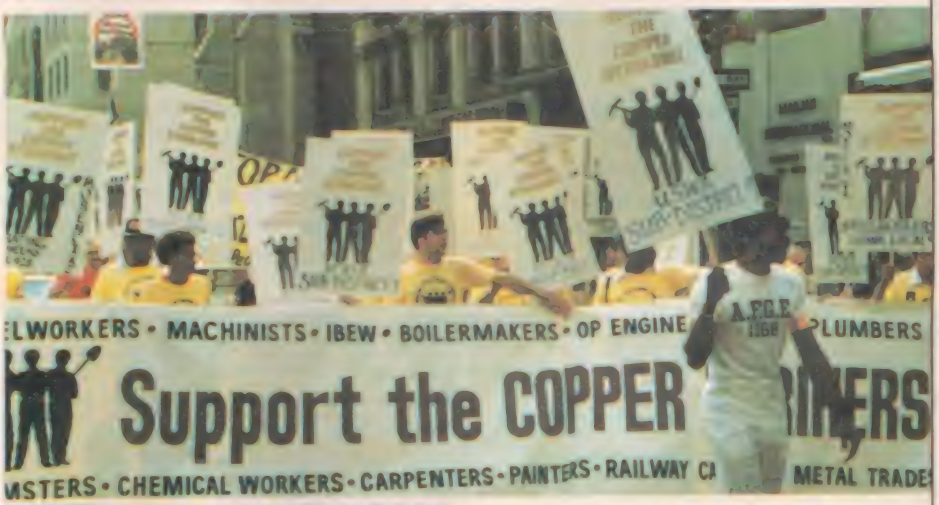
The 13 unions struck Phelps Dodge at five properties in Arizona and Texas on July 1, 1983 after their wage-freeze offer was accepted by six major producers but rejected by Phelps Dodge, which insisted on heavy wage and benefit cuts as a condition of settlement.

USWA President Lynn Williams has said that "We will follow Phelps Dodge to their corporate board rooms, to hearings of the environmental agencies and to every agency where they must go public."

The unions' strike efforts were blunted when Arizona Governor Bruce Babbitt called out the National Guard, giving government and military sanction to the herding of outside workers through the union picket lines, after the company appeals failed to attract a sufficient number of its regular employes to work without a union contract.

As a shocking surprise to the unions, the governors of New Mexico and Colorado, whose states are affected by the pollution, and several environmental groups, the State of Arizona's Air Pollution Control Board issued a one-year operating extension permit to Phelps Dodge for its Douglas smelter.

This was despite the fact that it continues to violate the Environmental Protection Agency's pollution standards and does not respect the agreement it entered into with the state and federal agencies to shut down the smelter whenever certain unfavorable atmospheric conditions are present. □





The names of all 13 international unions which are involved in the Phelps Dodge struggle were on the banner carried by the delegation of activists and supporters of the Arizona and Texas copper strikers. Colorful T-shirts and signs identifying various New York labor units from those unions were displayed by members of the 100-person contingent. Left: Rev. Philip Newell of the Presbyterian Church Council of Social Concerns was among the marching supporters.

"We will follow Phelps Dodge to their corporate board rooms, to hearings of the environmental agencies and to every agency where they must go public."

Kentucky Electric Steel members fight 'cheap' buyout

COALTON, KY.

Four months into their strike for a renewal contract, 431 members of Local 7054 were stunned when the owners of Kentucky Electric Steel announced the total shutdown of the modern specialty steel plant.

According to Local 7054 Financial Secretary Danny Click, the 431 striking USWA members "are caught in between" in a company attempt to break the union and bring the ultimate price of the plant down for prospective buyers. The local voted to strike on April 25 when their agreement expired and they were unable to reach a renewal.

Local 7054 Vice President Jim Wells said it was impossible to reach an agreement because the company kept changing its demands. When negotiations started, Wells said, the company asked for a wage freeze. "Later they asked for an hourly cut of $1.50, still later increased that to $3.50 and finally wanted a cut of $4.78," he said.

Now that the facility has been shut down, one prospective buyer is demanding wage cuts of more than $7 plus the removal of seniority as the price of reopening the plant, Click says.

According to Wells, the company was seeking concessions solely "with the idea it would make the plant easier to sell." Kentucky Electric Steel is owned by the Triton Group, Ltd., based in Los Angeles, Calif. The plant produced specialty grade and merchant steel bar products for equipment manufacturers and steel service vendors.

The plant has been in operation for 21 years, and recently underwent a $50 million modernization. Just last year, Kentucky Electric earned revenues of approximately $70 million.

Local 7054 was forced to go through a 10-month strike in 1975 before it won a contract. "We hung on in 1975," Click says, "and we'll hang on this time," he vows. □

Does U.S. Steel believe its slogans?

WEST MIFFLIN, PA.

"Don't buy foreign imports. Contact your Congressman." U.S. Steel's banner at the gate to its Irvin Works here presents a clear message. But 800 workers at the plant (another 800 are on layoff) aren't so sure that the company itself is listening, following the discovery last month of Japanese steel used to build new roll racks in the Galvanized Department.

USWA Local 2227 officials, who have requested, but not yet been granted a meeting with the company to discuss the matter, held a news conference to expose the situation. They and USWA District 15 Director Lefty Palm are reluctant to accept U.S. Steel's public excuse that the three-inch tubular product is not available domestically and had been supplied by a distributor without telling the company it was Japanese.

They say they have found out, too, that nails in the plant's carpenter shop are German, Canadian, and British and that labels have been torn off their containers. German-made unishears also are in use for cutting light-gauge metal at the facility, they charge.

The local union, which has filed a grievance on the matter under Appendix B of the contract, is demanding that the new racks be dismantled. It also is going to distribute "Buy American" pins. Somewhat disillusioned, its leadership still believes in that message. □

Mileposts: Jim Carbray, senior leader

WHITTIER, CALIF.

James Carbray, who served former USWA District 38 and who served as president of the National Council of Senior Citizens from 1977 to 1979, died at his home on Sept. 11 at the age of 81.

Born in Scotland, Carbray came to the U.S. in 1912 and from 1942 on was involved in a great many labor-related activities, including a stint as a coal miner, staff work with the United Auto Workers union, War Labor Board service and, finally, service on the staff of the United Steelworkers.

Carbray was offically elected to head the NCSC at that group's 14th Constitutional Convention in 1978. He was succeeded in 1979 by another retired Steelworker, Jacob Clayman, who still heads the NCSC.

The former USWA representative also served on many state governmental and civic boards in California, in addition to his role as a senior activist.

DIED—Retired USWA pensioner Victoria E. Westurn, 78, who formerly worked in District 33, died in Hibbing, Minn. on Sept. 29. She retired in 1966 after serving the union for 12 years.

DIED—Thomas F. Griffin, 70, a retired subdistrict director of USWA District 34, in St. Louis, Mo. on Sept. 15. A brother of former District 26 Director James Griffin, who preceded him in death, he began service with the union originally in District 7. He later transferred to District 34 where he served for 25 years as a staff representative and subdistrict director, amassing a total of 27 years with the union before his retirement in 1979. Thomas Griffin was involved in community activities such as the United Way and alcohol rehabilitation programs. He is survived by his widow, Margaret, two sons and two daughters.

RETIRED—Christopher H. Joyce, who, since 1968, has worked in USWA District 1, retired on Oct. 1 at Northrop, Mass.

RETIRED—Stacia A. Moore ended a 24-year career with USWA District 9 on Oct. 1 upon retiring in Wilkes-Barre, Pa.

RETIRED—Leonard G. Webb, District 35 staff representative, retired on Oct. 1 at Knoxville, Tenn. He had been with the USWA for 31 years.

RETIRED—Eileen Caruso, secretary in the international union's office in Pittsburgh, Pa., retired on Oct. 8 after 16 years of service. She was employed in the Local Union, By-Laws and Elections Department at USWA headquarters.

RETIRED—Anthony C. Manguso, representative in USWA District 38, retires Nov. 1 at Pueblo, Colo., after 27 years of service with the union.

RETIRED—Davida Mitchell, who, since 1963, worked in the USWA's Canadian National Office, retires Nov. 1 to her home in Don Mills, Ontario.

RETIRED—Robert L. Davis, a USWA District 38 staff representative who lives in Rialto, Calif., retired as of Aug. 21 after 16 years of union service.

RETIRED—Michael A. Gabriel, a USWA District 7 representative, retired in Philadelphia, Pa. on Sept. 1 after an 18-year career with the union.



Victory smiles reflect huge back pay award totaling $804,045.64 which Hardy Salt Co., Manistee, Mich., was forced to pay 12 USWA Local 13661 members for wrongfully firing them two years ago. The case wound its way through the union's grievance system, arbitration process and, finally, through two separate court actions before management settled up. From the left, in the first row are Local 13661 President William Fortin; Keith Roach; Louis Snay, Jr.; James V. Hughes, District 29 staff representative; Carl Rutske, chief steward of the local; and Tim Zuchowski. Second row, from the left: Lance Liston, Phil Kaminski, Richard Anderson and Way Hansen. Back row, from the left, are Kenneth Engstrom, Erich Topel, David Revolt, Dan Purgiel and Cartern Kensil. Missing when the photo was taken are Harold Landis, recording secretary, and William Barnett, vice president of Local 13661. The settlement was the largest ever awarded in District 29, said District Director Harry E. Lester.

Whopping back pay settlement at Hardy Salt

MANISTEE, MICH.

One employer recently found out that ignoring the contractual rights of USWA members is costly. Over $800,000 in wages lost by 12 unjustly discharged USWA members was paid out last month by the Hardy Salt Co. after the employer lost its final court appeal of an arbitration award reinstating the employes with full back pay.

The discharged employes are members of USWA Local 13661, which represents Hardy Salt's production and maintenance employes working in Manistee. They were fired by the company after an "undercover" Pinkerton agent accused them of using marijuana on the job and other offenses. Following six days of hearings, Arbitrator David Grissom accepted the union's argument that the grievants had been deprived of due process and overturnd all of the discharges.

Hardy Salt immediately appealed the arbitrator's decision to the U.S. District Court for the Western District of Michigan, despite the labor agreement's requirement that all arbitration decisions be final and binding. It lost this attempt to back out of its contractual commitments when the district court upheld the arbitrator's decision in an opinion issued Sept. 18, 1984. After the company's subsequent appeal to the United States Court of Appeals for the Sixth Circuit was also unsuccessful, it finally agreed to pay the grievants back wages, overtime and interest.

"This was a large, complicated case that required considerable effort to arrive at such a successful conclusion for our union."

District 29 Director Harry E. Lester hailed the final outcome of the case, calling the amount involved "the largest ever in a USWA discharge case" and praising Staff Representative James V. Hughes, who handled the arbitration, and the union's attorneys, who carried the fight through the courts. "This was a large, complicated case and I appreciate and commend the efforts that went into arriving at such a successful conclusion for our union."

A key point in the grievances centered on the fact that those penalized by Hardy Salt were not permitted by management to exercise their procedural rights under the contract. Union grievance representatives were not called in when the grievants were brought in one-by-one to be interrogated. The arbitrator also cited the fact that instead of being asked to verify their tax forms, as they had been told by the company they would be doing, the grievants were instead confronted alone by private investigators from the Pinkerton agency, who threatened them with immediate discharge unless they admitted everything they were accused of. Saying that the Pinkerton authorities had "run roughshod" over the grievants' rights, Arbitrator Grissom overturned the discharges. □

"The Joint Problem-Solving Program is a historic experiment . . . No one else in the industry is interested. But a lot of people are watching to see if it's worth it."







Right, below: Dist. 34 Director Buddy Davis and Dist. 29 Director Harry Lester, chair and secretary of the USWA National Steel Committee, with George Becker (left), executive assistant to USWA President Lynn Williams. Top right: Local 1299 President Ray Bonds and Grievance Chair Glenn Martle. Above: National Steel CEO Robert McBride, Lester, Nippon NKK official Susoke Day and Local 1299 Grievance Committeeman Pat Driscoll.

USWA, National Steel in 'healthy dialogue'

DETROIT, MICH.

With some exceptions, delegates to the National Steel Conference here last month delivered positive reports on their experiences with the year-old Joint Problem-Solving Program.

The strongest negative assessments came from local union presidents at the Granite City Steel Division, who charged that grievances had increased and that problems exist concerning safety and contracting out. Their comments prompted Stanley Ellspermann, NSC's vice president for human resources, to say, "One of the most disturbing things I heard here is that our middle management people aren't in tune (with the program). Management must show the way. The reorganization at Granite City shows (NSC) management is serious."

Buddy Davis, director of District 34, who chairs the union's National Steel committee, said to open the session, "You are going to hear of successes, but there also are problem areas and I strongly urge the local management to take note and go home and solve them, so they don't come up at other meetings or next year at negotiations."

Calling the joint program "a historic experiment," he said, "No one else in the industry is interested. But a lot of people are watching to see if it's worth it. I think it's a wise decision. There have been some frustrations and a lot of work. But looking down the road, it has to be good for everyone who works for National Steel, the stockholders and certainly has to be good for our members."

Despite the progress, Davis said, there are still feelings of distrust and "the goal has to be to try to eliminate that where it exists. Distrust is not compatible with collective bargaining. Put it on the back burner when bargaining begins."

USWA District 29 Director Harry Lester, secretary of the union's National Steel committee, stressed the importance of an Automation and Technology subcommittee under the problem-solving program, saying, "This is where changes are going to come." He said, "The American steelworker and industry have the ability to compete with any country in the world, provided they have the same opportunities. To provide job security for today's workers here, we must seek out and install modern technological advances in steelmaking."

Local 1299 President Ray Bonds and Terry Siebolt, director of industrial relations at the Great Lakes Steel Division, serve on that subcommittee, along with Lester, who expressed optimism about the joint approach to industry problems. "I believe we'll be able to resolve most of the problems of National Steel, and hope we can set a pattern for the rest of the industry to follow," he said, adding, however, that "Total cooperation between the parties is the only way we can identify and solve them."

George Becker, executive assistant to Intl. President Lynn Williams, also raised the question of trust in his comments, telling management it needs to be honest and open with the workers.

"There are two different ways of solving problems," Becker said. "Sit down, talk and work together, or sit down and slug it out. But I wonder how much we solve in the long run by slugging it out.

"Problem-solving requires cooperation and the help and assistance of the local union officers, but the first time they go back to their locals with misinformation they're not going to be believed. If they lose their credibility, they're out and the next guy won't be so cooperative. It takes a lot of courage for local union officers to do this," he said.

Among the interested parties are segments of the news media, who have found the problem-solving committee concept innovative and interesting and have written stories about it.

The meeting also dealt with the company's financial situation. The company said it would lose about $60 million this year, even though it had forecast a $30 million profit.

Bob McBride, National Steel president, blamed a number of factors for the turnaround, including price-cutting in the steel industry and continued penetration of the market by foreign steel.

The company said its $1.2 billion modernization program is continuing. □



A Taiwan-made hat advertising a foreign car, worn by a delegate, was raffled off as a fund-raiser to help Wheeling-Pittsburgh lockout victims. The winner, Kathryn Corbett of Local 7011, won rights to burn the hat. From left: Ray Kizzee, district legislative coordinator; President Lynn Williams; Corbett; Director Ed Zeuch and Dennis Hein, assistant director.

Political action at local and national levels is

LOUISVILLE, KY.

"Political activity is the most important activity of our union," District 30 Director Ed Zeuch told more than 200 local unionists attending the district's annual Legislative Conference. "That's what this conference is all about—to underscore the necessity for getting your members involved in the political process and to provide you with vital information."

Both goals were surpassed during the two-day session which featured outstanding speakers, headed by President Lynn Williams, and two unique groups of workshop sessions. While the speakers provided necessary information, it was the workshops that instructed local union legislative activists on how to achieve the USWA's political goals.

"Some say we failed during the last presidential election," Director Zeuch noted in his keynote address. "I say we were successful and that voters in general failed. Steelworker members registered in record number here in District 30 and nationwide. Most of them voted against this Administration, which is proving that your union was right in supporting the Democratic Party.

"Think what it would be like today if the Republicans had captured the House (of Representatives). Conditions for our nation's workers would have been far worse," Zeuch stressed.

President Lynn Williams was the featured speaker. He noted that next year marks the USWA's 50th anniversary from the founding days as the Steel Workers Organizing Committee (SWOC). "There will be celebrations throughout the jurisdiction of our union. All will have an opportunity to participate." He traced the USWA's proud history and the odds faced by the founding fathers. "The history of organized labor had been a history of defeat until that time," he said.

Organizing and legislative action were two areas of importance stressed by President Williams. "We can lose everything we have won in the halls of legislative bodies," he stressed. "Today we are experiencing lost jobs, runaway corporations and a gigantic trade deficit of $123 billion in 1984 and a staggering projection of a $145-to-$150 billion deficit in 1985." He noted that the 1984 deficit translates into three million jobs lost. He asked each local union member to become politically active and urge senators and congressional representatives to stop the flood of foreign imports.

Creative idea-making workshops highlighted both days and were praised by delegates. The first comprised miniseminars conducted by AFL-CIO officials from Indiana, Kentucky and Ohio, the three states making up District 30. Delegates from each state received detailed information from experts on activities such as voter registration, forming a telephone bank, recruiting volunteers for politcal action programs and fund-raising. In addition, various laws such as workers' compensation and unemployment compensation were covered, as were pending legislation and forthcoming political campaigns.

A second set of workshops was broken down into specific areas within the three states. Specific statistics were discussed, along with educating and motivating USWA members in the political arena. This format dealt with individual congressional races in 1986, concentrating on efforts to coordinate USWA activities with other organizations.

Ken Kovack of the USWA's Legislative Department alerted delegates to the threat posed by Reagan's tax reform plan which would tax fringe benefits. "I urge all of you and each of your members to write to your congressional representatives and urge them to support Gus Hawkins' (D-Calif.) resolution which



Local 14340 was represented by, from left, Russ Wulf, Terry Hollander and Phil Kennedy.





Left: Steve Beshear, the lieutenant governor of Kentucky, addresses conference. Above: Ernie Jones of the Indiana AFL-CIO conducts workshop.

mphasized at District 30 Legislative Conference

poses taxing of fringe benefits. Ask that he or she cosponsor the resolution."

Sam Dawson, director of the USWA's PAC Department, provided some important insight. Credited with revitalizing the union's PAC program, Dawson observed that "We have become a debtor nation for the first in our history since 1914. The current $150 billion trade deficit means we, as a nation, have invested that amount in building the economies of Western Europe, Japan, Taiwan, Korea and other nations. People everywhere, as well as the Congress, are awakening to the fact that jobs are being exported at a rapid rate." He urged all to join the USWA's "President's Club" and the union's fights concerning current issues and next year's elections.

Guest speakers included Steve Beshear, Kentucky lt. governor; John Calhoon Wells, Kentucky secretary of labor; Ron Cyrus, secretary-treasurer of the Kentucky AFL-CIO; Ghay Holcomb, secretary-treasurer of the USWA's Ohio Legislative Committee; and Al Whitehouse, retired director of former-District 25, now incorporated in District 30, who delivered a stirring message and shared hard-won battles of the past.

Television reporters were on hand to cover Beshear's remarks. Hailed as "a friend of labor" and "our next governor," the lieutenant governor noted that "In 15 short years, we will be into the 21st century. They say that, when that time comes, organized labor will be a thing of the past. This will never happen because of labor's attitude and positive leadership not only here in Kentucky but throughout the nation." He sees labor emerging "stronger and more effective than in the past," then proceeded to blast the Republicans' free trade policy as one resulting in "freeing U.S. workers from their jobs."

Another friend of working people, John Calhoon Wells, said with pride that he has strong ties to all who work for a living.

A final order of business was the election of nine members from five areas who comprise the District 30 Legislative Committee's Executive Board. The board plans legislative action and meetings for the district. In conclusion, Director Zeuch took pride in his district's members. "You are dedicated unionists. Members like you form the guts of the labor movement." □



ese four from Local 8768 returned home with information about the cessity for political action. From left are Lois Hayes, Bernita Wilson, Anna nson and Sue Graham.



Director Ed Zeuch, left, reviews political action program with, from left, Ray Bean of Local 12273, Sharon Drury of Local 15260 and Aaron Boggs of Local 7697.



Crowds gather around the USWA display, with Nathan Johnson, left, president of LU 6803, Albert Lea, Minn., and Mike Kodluboy, standing, District 33 organizer, working the booth. In the background are the Cornelius dispensers and the Northern Malleable castings displays. Note the dispensing machine on the extreme left. It is a USWA-made mashed potato dispenser which was the subject of comments.

District 33 presents organizing theme at state fair

MINNEAPOLIS/ST. PAUL, MINN.

District 33 presented an organizing theme at its display booth in conjunction with the Minnesota AFL-CIO at the Minnesota State Fair. "It was one of the most attractive and popular booths in the House of Labor, and the only one with an organizing theme," Director Eldon Kirsch reported. "Secondary themes were products we make and videos on the history of our union—our story."

The Minnesota State Fair is the third largest of its kind in the country, and the benefits of the USWA being present with a viable informational display are sure to be felt throughout the next year. "Already, several good organizing leads have been obtained," Michael Kodluboy, district organizer, reported. Several thousands of giveaways were dispensed, along with reading material. By far, the card-holders were the most popular, and they carried a very simple straightforward message, "*JOIN NOW*—For Information Phone or Write the USWA," along with a facsimile of a USWA membership card. Other giveaways included pocket protectors, bottlecaps, pencils and rulers.

The display booth was staffed with volunteers from several locals from the Twin Cities of Minneapolis and St. Paul and from Albert Lea, Minn. "Products we make included dispensing machines, similar to the Incredible Drink Machine now shown in many TV ads, made by the Cornelius Co. of Anoka, Minn., represented by USWA LU 15199," Kodluboy said, "and iron castings and cores by Northern Malleable Iron Co. of St. Paul, Minn., represented by USWA LU 2814." These were displayed at the fair.

"These events are very valuable to us in getting our story out at a reasonable cost," Kirsch said. "District 33 will benefit from this attraction for quite some time." Local TV Channel 9 carried clips of the display booth, and the *Union Advocate*, a Minnesota labor paper, also carried pictures and write-ups of the display. □

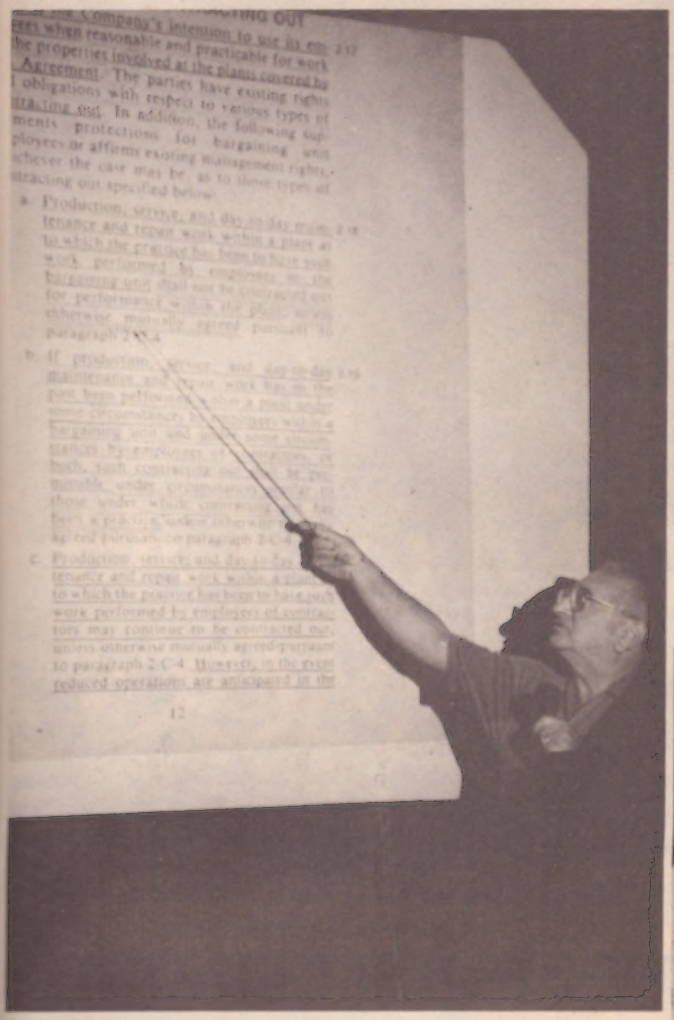


USWA "students," representing first-through-fourth-year classes, proudly display diploma certificates. From left are Director Kirsch, Jack Lilvegrin of Local 5296 (first year), Frank Roessler of Local 2127 (second year), Dan Anderson of Local 6860 (third year), Bob Anderson of Local 1028 (fourth year), Assistant Director Gene Roach, and District Education Coordinator Paul Hanson.



Director Eldon Kirsch congratulates Cathy Hawley of Local 7044 for completing a week of intensive training at the district's annual Labor Institute at Hill City, Minn. More than 100 local unionists from throughout the district participated in the program which was coordinated by the USWA's Education Department.

Districts 29, 30, 31 and 32 study contracting out language



Sam Camens, assistant to President Lynn Williams, points to contracting out language in basic steel agreement. Camens, along with Bernard Kleiman, USWA chief counsel, and other resource persons, conducted a regional seminar in Merrillville, Ind. for midwest Districts 29, 30, 31 and 32. The two-day workshop emphasized that contracting out cases can be and are being won.



District 29, Local 2659 delegates study contracting out volume of arbitration cases. From left are Louis Swift, Jim Hindman and Mark Bruce.



Representing District 32, Local 63 are, from left, Tom Hager, Russ Lovell and Bob Percycoe.



District 31, Local 1010 representatives Julia Gonzalez and Don Lutes listen to detailed explanation of a precedent-setting arbitration award.



District 30 delegates review contract language. From left are Dennis Hein, assistant director; John Jones; Paul Robinson; and Larry Knafel from Local 14.



District 32 union 'students' tour governor's mansion

MADISON, WIS.

District 32 held its 39th annual Labor Institute at the University of Wisconsin here as part of the district's continuing education program. Enrollment in the program increased to 121 students, almost a 50 percent increase over the previous years'.

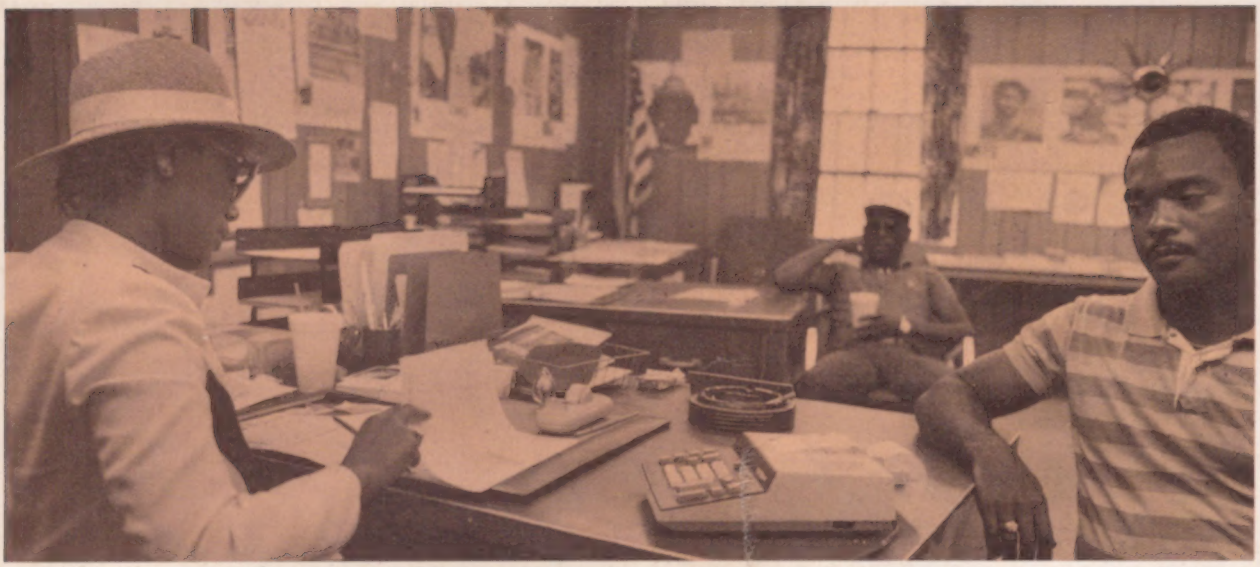
Students are enrolled in a four-year program. First-year students are required to take courses in labor history and communications. The fourth-year students are given a concentrated course in arbitration, part of which is taught by attorney George Graf. All students have specialized courses in grievance handling and contract administration in the morning and a choice of afternoon workshops. The highlight in the classroom was a presentation on "Unions in Politics" by Dr. Walton Sharp.

A graduation banquet was held on Thursday evening, with Director Obert Joel Vattendahl presenting Justice Roland Day of the Wisconsin Supreme Court as a speaker. The Labor Institute was coordinated by Bob Glaser, assistant director of District 32, who also serves as the education coordinator.



Top photo: Director Obert Joel Vattendahl, fourth from right in front row, poses for group photo with local unionists attending the 39th District 32 Steelworkers Institute. Assistant Director Robert Glaser is fifth from right in back row. Above: Wisconsin Governor Tony Earl, wearing USWA hat and in the back row, gave a personal tour of the governor's mansion to USWA members.

This year's 121 participants were invited to tour the governor's mansion. Governor Tony Earl of the state of Wisconsin greeted the local union students and talked and posed for photos with them for nearly two hours. Director Vattendahl, who arranged the tour, stated it was the first time in more than 20 years that such an invitation had been extended. □



In office space provided in USWA District 8 headquarters, Phyllis Fisher (left), herself a laid-off member of Local 2609, and program volunteers provide help to Steelworkers threatened with mortgage foreclosure, utilities shutoff, or other problems. She is director of the Steelworkers Emergency Assistance Program.

An option for Steelworker hope

BALTIMORE, MD.

In the United Way campaign now going on throughout the state of Maryland, USWA members have the opportunity, through the "donor option" procedure and other arrangements, to earmark part or all of their 1986 pledges to the Steelworkers Emergency Assistance Program (SEAP), which is providing needed help of various kinds to jobless members throughout the state. A new 15-minute videotape, made by USWA District 8 and featuring working and unemployed Steelworkers, which explains the program's operation, is being shown at local union meetings to help generate support.

Directed by Phyllis Fisher, a laid-off member of Local 2609 at Bethlehem Steel's Sparrows Point plant, and run almost entirely by union volunteers, SEAP last year helped prevent the eviction from their homes of more than 1,600 families, over 360 foreclosures, and utility shutoffs that would have affected more than 550 families.

Begun in 1981 through $1 per week contributions from many USWA members at the Bethlehem operations, which the company agreed to check off for just one year, SEAP soon developed a relationship with the United Way, and, although not an agency of that umbrella fund-raising organization, now is financed primarily through United Way drives. The last one provided the program with some $256,000.

Even in a few areas of the state where the United Way does not provide for "donor option," under which pledges can be designated for non-United Way organizations that provide health or human care programs, the union has been able to negotiate some arrangements whereby SEAP gets a percentage of contributions made at USWA-represented plants. The Emergency Assistance Program also continues to receive some direct individual and corporate contributions, according to Barbara Sattler, a consultant for this and a number of other USWA District 8 programs.

In seeking to meet the needs of jobless Steelworkers and their families, SEAP works with community charitable agencies and churches. While the program provides direct monetary aid in situations such as those involving the threat of foreclosure or gas or electricity shutoff, the assisted individual is required to share in the responsibility of seeing that payments are made.

The Emergency Assistance Program also has worked with various community resources to assess the job skills of out-of-work members and direct them toward training programs or job opportunities, helping with relocation problems, too, as necessary.

An incorporated, nonprofit organization, directed by a 13-person board of trustees made up entirely of USWA members, SEAP has made arrangements with a number of area stores to provide discounts to jobless workers who show identification cards obtained from the program center.

USWA District 8, whose director, David Wilson, has been a main mover in getting and keeping the program going and heads its board of trustees, provides space for SEAP in its Baltimore headquarters at 3705 Eastern Ave.

In order to contribute to SEAP through the United Way's payroll deduction plan, a person must fill out and sign both a United Way pledge card and a "non-listed agency designation form."

The videotape describing and promoting SEAP was produced with the help of John Brecht, a faculty member at Dundalk Community College, and George Voelkel, a crane operator at Sparrows Point and member of Local 2609. Sattler, Fisher, and Wilson combined on the script. □



NON-LISTED AGENCY DESIGNATION FORM
(Refer to Donor Option Brochure for explanation)

TOTAL ANNUAL PLEDGE $ _____

(Please Print) NAME: JOHN DOE
HOME ADDRESS: 1234 MY STREET
BALTIMORE MD 12345
(City) (State) (Zip Code)
(home phone) (work phone)

EMPLOYER'S NAME:
EMPLOYER'S ADDRESS:
(City) (State) (Zip Code)

I fully understand that by designating my gift to an agency not affiliated with United Way, my designation is not subject to United Way's fiscal and program requirements. I also understand the criteria for my designation to be considered valid (as specified on the back of this form).

(Agency) USWA Emergency Assistance Program
(Agency Address) 3705 EASTERN AVE. BALTIMORE MD. 21224
(City) (State) (Zip Code)

Annual Amount designated to this agency $ _____

(Signature) John Doe

SAMPLE

United Way of Central Maryland, 22 Light Street/Box 1576, Baltimore, Maryland 21203

USWA's "SEAP" in Baltimore is a United Way donor option.



Raymond Fields: He is an "owner-worker," along with 55 others.



Cletus Price: Local 5712 member now has an ownership in the company.



Gayla Tincher: "This can be an investment in the future."



Oran Booth: He sees "a bright future" for the worker-owned plant.

In Nitro, USWA members are owners

NITRO, W. VA.

Six months ago, Local 5712 President Mike Cable was worried about his job and the jobs of 55 co-workers at Republic Container Co. Today, he is a member of the company's Board of Directors, and the steel drum-producing plant appears to have a bright future.

That's because he and his local union members own the company along with 10 salary and supervisory employes. What is significant is that they are purchasing the plant without investing a dime of their own money or mortgaging personal assets. Also significant is that the USWA is retained as the bargaining agent.

When Cable learned that the plant, profitable during its 27 years of existence, was up for sale by LTV Corp., he moved quickly to head a Buy-Out Association which successfully purchased the plant by forming an ESOP—Employe Stock Ownership Plan.

"It was hard work but we made it with the cooperation of many," Cable says proudly. "We're elated and relieved for our people. Our jobs and status as union members are secure." Cooperation came from all levels of government: West Virginia Senators Robert Byrd and Jay Rockefeller, from the state and community, especially the banking community. "And we feel that, had it not been for the international, we wouldn't have been in a position to buy the plant," Cable said.

A chain of letters and phone calls resulted in then-Governor Rockefeller obtaining an initial grant of $30,000 to hire a consultant and do a feasibility study. The grant does not have to be repaid. Similarly, a $61,000 grant to pay lawyers' fees came from Kanawha County. "The study was favorable," Mike Cable reports. "We held a series of membership meetings because our bid had to include wage adjustments of about $1.25 per hour and some minor benefits cuts which totaled $1.89 per hour. The decision to go ahead was unanimous."

Next came the funding. Loans were secured from the Bank of Nitro ($600,000) and National Bank of Commerce ($900,000) at 90 percent of prime, and the State Economic Development Agency ($500,000) at four percent interest. "This plant has always been profitable," Cable emphasizes. "It's clean, modern and staffed by efficient workers and supervisors who care."

A five-year agreement was signed on Sept. 1 which provides for wage increases during each of the years. Ironically, Mike Cable and Local 5712 Vice President Larry Hill, who is also on the Board of Directors, wore two hats—as union negotiators and managers who did the negotiating. All holidays, vacations, SUB benefits and the pension plan remain intact. In addition, the board can review benefits and wages, grant bonuses and increase benefits. The real bonus is that the ESOP gives each member (employe) a trust fund which can pay as much as 25 percent of total wages for that year. This trust is collectible upon retirement or termination of employment, and payable to heirs in case of death. Hourly wages currently range from $9.20 to $11.60.

Did Larry Hill change upon becoming a member of the Board of Directors? "Hell no," he responded quickly. "I don't feel any different. We're the same workers, the same crew, only with more responsibility." Repairman Ray Fields, who was there when the plant started, proclaims, "The ESOP is the best thing that could happen. We were going to be sold and probably offered half our wages and might have lost the union. Now we own the plant and offer a union-made, American-made, quality product." □



Board of Directors meets to review financial status. From left are Local 5712 Vice President Larry Hill, Local President Mike Cable and Plant Manager Wayne Grimm.

Have you moved?

Notify your financial secretary—and see Page 2